

King County Policy

To ensure the highest level of ethical conduct in all county transactions

Post Employment Provisions Under the King County Code of Ethics 3.04

Effective 13 July 2003

"Former county employees should engage in transactions with the county consistent with the highest level of ethical conduct. It is essential that former county employees and the county maintain public confidence and ensure fair dealings with all persons by the county. A former county employee should not act, or appear to act, in such a manner as to take improper advantage of the former county employee's previous office or position with the county. A former county employee should not request or otherwise seek special consideration, treatment or advantage beyond that which is available to every other person. A former county employee should avoid circumstances in which it appears, or to a reasonable person might appear, that the former county employee is requesting or otherwise seeking special consideration, treatment or advantage." (KCC 3.04.015C)

- For one year after leaving county employment, a former county employee **may not have a financial or beneficial interest in a contract or grant** that was planned, authorized or funded by a county action in which the former county employee participated during county employment. (KCC3.04.035B)
- For one year after leaving county employment, a former county employee **may not assist a person**, whether or not for compensation, **in any county action in which the former county employee participated during county employment**. This subsection does not prohibit a former county employee from rendering assistance to county employees in the course of employee organization business. (KCC3.04.035C)
- For one year after leaving county employment, a former employee must **disclose his or her past county employment before participation in any county action**. The disclosure shall be made in writing to the department considering or taking the county action on which the former employee is or would be participating. (KCC3.04.035D)
- A former county employee **may not**, for the personal benefit of the former employee or a member of the former employee's immediate family, **disclose or use any privileged or proprietary information** gained by reason of the former employee's county employment unless the information is a matter of public knowledge or is available to the public on request. (KCC3.04.035E)
- This section **does not prohibit** a former county employee from accepting **future employment with the county at any time**, including employment with his or her former department. (KCC3.04.035H1)
- Except as otherwise provided in this section, a former county employee is **not prohibited from appearing before the county** or seeking a county action **on his or her own behalf** to the same extent other persons may appear before or seek actions by the county. (KCC3.04.035H2)